

ATTACHMENT D

PROPOSAL: That a task force be set up under the authority of the Personnel Evaluation Board made up of DD/O, OMS, OP, and OS representatives, chaired by OMS. The purpose of this task force would be to conduct a study to attempt to determine:

- a. What case officers perceive to be stresses in their work and personal lives.
- b. What effects these stresses have on their personality and behavior as perceived by the individual.
- c. What effects these stresses have on case officers in the performance of their duties and their adjustment to the Agency's special demands on people as perceived by their Agency supervisors.

METHODOLOGY:

- a. The data will be derived from employees and ex-employees, their supervisors, and their Agency records.
- b. This data will be evaluated by clinical and statistical methods.
- c. All on-duty subjects of this study will be volunteers; refusal to cooperate would not be held against proposed subjects; all the results would be reported as group findings, not individual ones; and none of the results would be added to any subject's permanent files.
- d. With the authority and approval of the DCI or the DDCI, the findings would be made available to senior management, used in training courses, used in future PEB deliberations to assist in decisions, and used by OMS in screening for employment and assignment.